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Elroy Pinto

Goa Multi Faculty College,
Dharbandora, Goa, India

A comparative study of occupational Stress between subject teachers and physical education teachers of Goa

Elroy Pinto

Abstract

The purpose of this study was to compare the Occupational Stress between Physical Education Teachers and Subject Teachers. For the purpose of this study a total of 80 subjects (N=80) were chosen, Physical Education Teachers (n=40) and Subject teachers (n=40). The subjects were chosen using Quota sampling technique. Occupational Stress was measured using Occupational Stress Index (OSI) by Srivastava & Singh (1984) which consisted of 46 questions. Independent sample 't' test was used to compare the Occupational Stress between Physical Education Teachers and Subject Teachers. The results showed that there is no significant difference between Physical Education Teachers and Subject Teachers in terms of Occupational stress. The higher Occupational stress of Physical Education Teachers compared to Subject Teachers can be attributed to the pressure, lack of respect, over load and lack of facilities that the physical education teachers receive at their work place.

Keywords: Occupational Stress, Subject Teachers, Physical Education Teachers

1. Introduction

Stress is becoming a pervading feature of people's life in the modern times. This is a continuous increase in psychosomatic and psychological disorders. There is a dissatisfaction in life due to high level of stress that the people are feeling. It can be seen that the society is becoming more demanding and competitive and hence people tend to fall in this trap. Work is one place where people suffer from stress and lose their motivation to work. Most of the people we find are dissatisfied with their job. Teaching is also one such demanding job. People in the teaching field undergo a lot of stress due to the demand of the job. Within the field of education comes physical education. The physical educational professionals face a lot of problems due to various factors. Today, Physical Education teachers are playing a very vital role and their work can be divided into five different categories of duties namely, planning, teaching, evaluative, administrative and various unclassified ones. But unfortunately nowadays they are suffering from a lot of burden and disrespect. It has also been suggested in previous researches that stress plays a very vital role in a professional's interest and performance in a job. A number of theoretical frameworks have been put forward in the past years to explain the concept, meaning, development, maintenance, and measurement of Occupational stress, Job Satisfaction and motivation. Also various researches have been conducted to highlight the importance of Occupational stress, Job Satisfaction and motivation in the enhancement of a Professional's performance. Hence it is essential to outline the framework of the researches that have been conducted on Occupational stress, Job Satisfaction and motivation as it will serve well to support the argument behind this current study. It will serve as a bridge between the introduction of the research question and presentation of the original contribution.

The word stress is derived from the Latin word *Stringere* which means to draw tight. The term was used to refer to hardship, strain, adversity or affliction. Various terms have been synonymously used with stress that is anxiety, frustration, conflict, pressure, strain, etc. Walter Cannon in 1914 in his work on homeostasis had used the term stress to describe emotional stress that had possible detrimental physical impact on the focal organisms. Described stress as the quality of stimulus while some others defined it as the quality of both stimulus and response. Described it as a state of human organism. It can also be described as that class of stimuli which produce anxiety and reportable experience of tense

Correspondence

Elroy Pinto

Goa Multi Faculty College,
Dharbandora, Goa, India

dread. The concise Oxford dictionary defines stress in five different ways. Only three of these definitions are relevant in present context. The first definition offered is that of a constraining or impelling force. The second definition treats stress as an effect or demand of energy. The third definition speaks of force exerted on the body. In Penguin Medical Encyclopedia stress is described as any influence which disturbs the natural equilibrium of the body, and includes within its reference, physical injury, exposure, deprivation, all kinds of disease and emotional disturbance.

Stress at work resulting from increasing complexities of work and its divergent demand, has become a prominent and pervading feature of the modern organizations. The researchers use the word job stress to denote employees mental state aroused by a job situation or a combination of job situations in their perceived as presenting excessive and divergent demands. Some stress researchers have emphasized the role of job situations in their definition of occupational stress. Caplan Cob and have accordingly defined stress as "any characteristics of job environment which possess a threat to the individual". Copper and have expressed that "by occupational stress is meant negative environmental factors or stressors associated with a particular job". Some other stress researchers have tried to define it in terms of interaction between the worker and work environment. The stressfulness of a job situation or a factor is determined not only by the divergent or threatening demands of a situation but by how the individual perceives and evaluates it with reference to his own capability and characteristics. The definition proposed by says "stress is a condition at work interacting with worker's characteristics to disrupt his psychological or physiological homeostasis". Described job stress as a condition where job related factors interact with the worker to change his psychological conditions such that the person is forced to deviate from normal functioning.

Also reported job demands, constraints and job related events or situations were not in themselves stressful, but that they may be capable of producing psychological stress and strain, depending upon personal attributes and other factors. Defined occupational stress as disruption in individuals psychological or physiological homeostasis that force them to deviate from normal functioning in interaction with their jobs and work environment. Consistent with recent conceptualization stress denotes the psychological state experienced by an employee when faced with demands, constraints or opportunities that have important but uncertain outcomes. Occupational stress is a very complex phenomenon and a subjective experience. According to National Institute for Occupational Safety and occupational stress can be defined as "the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources or needs of a person". It is often linked or equated with challenge but the two are very different. A challenge motivates and energizes and one feels relaxed, satisfied and happy when it is met. Stress on the other hand arises when job demands are not met, relaxation turns into exhaustion and sense of satisfaction converts into feeling of tension. A certain level of stress is unavoidable and up to an acceptable level, stress can serve as a stimulus to enhance performance and productivity. However, when the level of stress is such that an individual is incapable of satisfactorily dealing with it, then the effect on performance may be negative. Then there are emotional, behavioral, physiological, and other aspects too of the problem. Occupational stress is known as stress at work. It occurs when there is a discrepancy between the demands of

the workplace and that of individual's. Occupational stress, has also been defined as the experience of negative emotional states such as frustration, worry, anxiety and depression attributed to work related factors.

Occupational stress in the human service professions, particularly in teachers, has been a focus of study in the last decades. There exists a substantial body of literature describing teaching as stressful occupation and suggesting that teacher stress appears to be an increasing problem.

In recent time, several studies have examined occupational stress in the teaching profession. Studies have suggested that teachers experience disproportionately high level of stress.

Occupational stress among Physical Education teachers has become quite inevitable these days due to manifold increase in job complexities and challenges. The expectations of the society towards Physical Education teachers are very high in the sense that they are looked upon as the only leaders who can protect and save general fitness of the sedentary people in the machine age. With the change in the concept of the subject, a Physical Education teacher has to concentrate upon success factors rather than think about failures in order to achieve proper results. However, the status of Physical Education teacher has deteriorated over the past few decades due to more than one reason. A number of difficulties such as low level of administrative support, dissatisfaction with salary, student indiscipline, control over classroom policies, have become a part of teaching job. All this has resulted into more and more cases of Job stress among teachers in general and Physical Education teachers in particular. Poor working conditions generally in terms of relation with colleagues constitute one of the major sources of job stress.

2. Materials and Methods

2.1 Method

For the present study descriptive comparative method was used. It was used to assess the Occupational Stress of Subject Teachers and Physical Education Teachers and to compare between the two groups.

2.2 Sampling Technique

For the present study the researcher used Quota sampling technique to select the sample from the population because the entire population for the study could not be identified. The Quota sampling was used so as to ensure that both government teachers and private teachers are included in the study.

2.3 Population

All the teachers that are currently teaching in schools, higher secondary's and colleges in Goa of and who fall in the age group of 25 to 62 years. Who have minimum B. Ed or B. P. Ed degree.

2.4 Sample

From the population 100 subjects were chosen for the present study. 50 Subject Teachers and 50 Physical Education Teachers. The subjects were selected as given in the table below.

Table 1: Distribution of Sample

Subject Teachers		Physical Education	
Government	Private	Government	Private
25	25	25	25

2.5 Tools used for data collection

- **Occupational Stress Index (OSI) by Srivastava & Singh (1984)**

To measure job stress, Occupational Stress Index developed by was used. The authors claim that the tool may be conveniently administered to all categories of employees. The scale consists of 46 items, each to be rated on five point scale.

2.6 Procedure

To enhance the cooperation of the subjects the researcher personally met the subjects, explained the purpose of investigation and gave a clear instruction regarding the method for answering the questions. The researcher distributed the questionnaire booklet for marking the

3. Results

responses. The researcher in person in a face to face relationship administered the entire questionnaire. The subjects went through the instructions, read each statement carefully and indicated their responses. All the filled in questionnaires were collected from the subjects and scoring was done according to the scoring key. Usually an individual took 15 to 20 minutes in completing the test.

2.7 Statistical tools

To evaluate the score of occupational stress descriptive statistics were used. The “independent sample t test” was applied to find out the significant differences between subject teachers and physical education teachers. To test the hypotheses, the level of significance was set at 0.05.

Table 2: Descriptive Statistics of Occupational stress between Physical Education Teachers and Subject Teachers

Type of teachers		N	Mean	Std. Deviation
physical education teachers	Occupational stress	40	136.90	23.149
	Valid N (listwise)	40		
subject teachers	Occupational stress	40	133.40	20.810
	Valid N (listwise)	40		

Table 2 shows the descriptive statistics of Occupational stress between Physical Education Teachers and Subject Teachers.

Physical Education Teachers have higher occupational stress than the subject teachers.

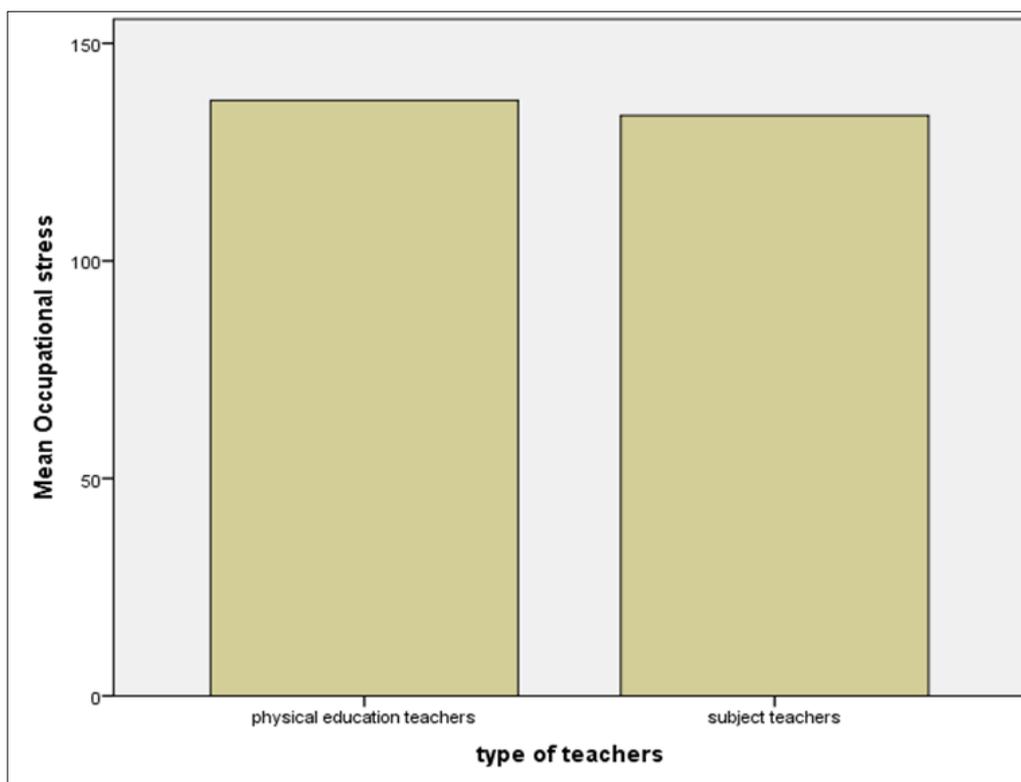


Fig 1: Graph of Mean of Occupational Stress between Physical Education Teachers and Subject Teachers

The above graph shows the Mean of Occupational Stress of Physical Education teachers and subject teacher’s. It can be seen that the mean score of Physical Education teachers is

136.90 which is higher than subject teachers who have a mean score of 133.40. Both of them show moderate level of occupational stress.

4. Testing of Hypothesis

Table 3: Comparison of Occupational Stress between Physical Education Teachers and Subject Teachers

		Levene's Test for Equality of Variances		t-test for Equality of Means				
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Occupational stress	Equal variances assumed	.539	.465	.711	78	.479	3.500	4.922
	Equal variances not assumed			.711	77.131	.479	3.500	4.922

Table 3 shows the statistical analysis for Occupational Stress using independent sample t test. Since the significant value is greater than 0.05 equal variance is assumed. The calculated t value (.711) for df 78 shows that there is no significant difference in occupational stress between Physical Education Teachers and Subject Teachers at 0.05 significance level ($p=.479$). Hence the null hypothesis failed to be rejected the research hypothesis is rejected.

5. Discussion and Conclusion

From the findings it was observed that the Physical Education Teachers possess higher occupational stress than the subject teachers. But there is no significant difference between the both. It can be seen that both the groups possess moderate occupational stress according to the scale. We also see from the literature that due to a lot of competition nowadays there has been an increase in stress among the teaching profession. Hence it is necessary on the part of the authorities to provide the right conditions for the teachers to work in.

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